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STATE FOR ISN/CB, VCI/CCB, L/ACV, IO/S
SECDEF FOR OSD/ISP
JOINT STAFF FOR DD PMA-A FOR WTC
COMMERCE FOR BIS (GOLDMAN)
NSC FOR LEDDY
WINPAC FOR WALTER

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TAGS: [PARM](#) [PREL](#) [CWC](#)
SUBJECT: CHEMICAL WEAPONS CONVENTION (CWC): WRAP-UP FOR THE
PERIOD JULY 30-AUGUST 10

This is CWC-70-07.

TS HEMORRHAGING STAFF

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11. (U) Based on numbers provided by the Administration Division, it appears the Technical Secretariat is hemorrhaging personnel, especially those with critical skills. As the proposed 2008 budget requests an increase in funding to handle staff turnover, and discussions with TS staff had indicated an unusually large number of departures this year, del rep asked for data on the extent of staff turnover.

12. (U) As of August 8, there are already 23 resignations. That compares with a total of
14 in 2006
12 in 2005
18 in 2004.

13. (U) More important than the absolute number is the fact that these departures hit critical areas of skill and experience particularly hard. Of those 23 resignations, nine are from the Inspectorate and five are from Verification. And of those members of the Inspectorate, their average length of service is six years. This is especially worrisome as it indicates the modification of the tenure policy granted the Director General last year has not had any impact on halting the flow of key, experienced personnel.

14. (U) Continuing with the bad news, it also appears that the departure of more senior personnel is accelerating. Of the 23 departures so far in 2007, seven are at the P-5 or above level. That compares with
6 in 2006
3 in 2005
5 in 2004.

15. (U) The overall numbers indicate that the tenure policy is working as intended. The average length of service of staff who resigned so far this year is six years. It was the same in 2006. It was seven years in 2005 and six years in

¶2004. That is certainly what should be expected from a seven-year tenure system. However, it is worrisome that the two groups that are departing appear to be more experience staff and the two key divisions (Verification and Inspectorate) that require genuine substantive expertise.

¶6. (U) Comment: Despite the urgency of the situation, there is no chance that the DG would wish to return to modification of tenure this year, having received approval of his "tweaking" of the system last year. More important, it is unlikely that the DG would wish to pursue more thorough change in the tenure policy unless he has clear support from the U.S. While the del will continue to engage with the TS on this situation, the key initial question is whether Washington is prepared to consider a more fundamental fix to the tenure system so that the TS retains the skilled personnel needed to do its job. End Comment.

¶7. (U) Ito sends.
GALLAGHER